

Comparisons of Job Characteristics

Focus Occupation: Social and Human Service Assistants (21-1093)

Associated Occupation: Mental Health Counselors (21-1014)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 87

Focus Occupation: Social and Human Service Assistants (21-1093)

Associated Occupation: Mental Health Counselors (21-1014)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Psychology	6.4	23.2	12.6	<<	Extensive education and/or training may be required
Therapy and Counseling	3.8	23.2	14.2	<<	Extensive education and/or training may be required
Customer and Personal Service	11.3	17.1	18.2	0	Current knowledge level may be sufficient
Sociology and Anthropology	4.1	14.1	8.8	<<	Extensive education and/or training may be required
Philosophy and Theology	3.2	10.5	8.2	<	Expanded education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 91

Focus Occupation: Social and Human Service Assistants (21-1093)

Associated Occupation: Mental Health Counselors (21-1014)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Active Listening	11.0	20.1	12.3	<<	Extensive development of skills in this area may be required
Social Perceptiveness	9.1	19.5	13.6	<<	Extensive development of skills in this area may be required
Speaking	10.8	16.5	12.0	<<	Extensive development of skills in this area may be required
Service Orientation	7.9	15.9	12.8	<	A higher skill level may be required
Monitoring	9.9	14.2	10.1	<<	Extensive development of skills in this area may be required

Judgment and Decision Making	9.4	14.1	9.1	<<	Extensive development of skills in this area may be required
Persuasion	7.4	13.8	9.6	<<	Extensive development of skills in this area may be required
Learning Strategies	7.2	12.0	8.8	<<	Extensive development of skills in this area may be required
Science	4.5	11.9	5.4	<<	Extensive development of skills in this area may be required
Negotiation	6.8	11.4	8.1	<<	Extensive development of skills in this area may be required
Operations Analysis	5.0	11.4	3.9	<<	Extensive development of skills in this area may be required
Systems Analysis	6.5	11.2	7.7	<<	Extensive development of skills in this area may be required
Systems Evaluation	6.4	11.0	7.2	<<	Extensive development of skills in this area may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 94			
Focus Occupation: Social and Human Service Assistants (21-1093) Associated Occupation: Mental Health Counselors (21-1014)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Expression	12.4	17.8	11.9	<<	Extensive improvement in abilities may be required
Oral Comprehension	12.5	17.7	12.3	<<	Extensive improvement in abilities may be required
Problem Sensitivity	11.1	17.5	12.6	<<	Extensive improvement in abilities may be required
Inductive Reasoning	10.2	17.3	8.8	<<	Extensive improvement in abilities may be required
Speech Recognition	9.9	16.5	12.8	<<	Extensive improvement in abilities may be required
Speech Clarity	10.2	16.2	11.9	<<	Extensive improvement in abilities may be required
Written Expression	9.8	15.0	12.0	<	Some improvement in abilities may be required
Fluency of Ideas	7.6	13.5	8.6	<<	Extensive improvement in abilities may be required
Category Flexibility	9.0	12.3	8.8	<<	Extensive improvement in abilities may be required
Selective Attention	8.7	12.2	7.9	<<	Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 82

Focus Occupation: Social and Human Service Assistants (21-1093)
Associated Occupation: Mental Health Counselors (21-1014)

Work Activities	Exclusivity of Activity
Coordinate social service activities with resource providers	77
Empathize with others during counseling or related services	69
Manage detailed case records in a social work setting	82
Record client's personal data	80
Relate to clients' socioeconomic conditions	82
Use interpersonal communication techniques	10
Use interviewing procedures	23
Work with persons with mental disabilities or illnesses	62

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 82

Focus Occupation: Social and Human Service Assistants (21-1093)
Associated Occupation: Mental Health Counselors (21-1014)

Tools and Technologies	Exclusivity
Business function specific software	1
Computers	1
Content authoring and editing software	1
Data management and query software	1
Industry specific software	1
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.